

**MSFC Performance Award Scale for
2007-2008 Performance Appraisals**

Updated 05/13/2008

	DPA	APA	SPA
GRADE	*†Distinguished Performance Award	†Accomplished Performance Award	Successful Performance Award
1	\$ 465 - \$1,106	\$ 243 - \$ 442	\$111 - \$ 221
2	\$ 516 - \$1,229	\$ 270 - \$ 492	\$123 - \$ 246
3	\$ 577 - \$1,374	\$ 302 - \$ 549	\$137 - \$ 275
4	\$ 648 - \$1,542	\$ 339 - \$ 617	\$154 - \$ 308
5	\$ 724 - \$1,725	\$ 379 - \$ 690	\$172 - \$ 345
6	\$ 808 - \$1,923	\$ 423 - \$ 769	\$192 - \$ 385
7	\$ 897 - \$2,137	\$ 470 - \$ 855	\$214 - \$ 427
8	\$ 994 - \$2,367	\$ 521 - \$ 947	\$237 - \$ 473
9	\$1,098 - \$2,614	\$ 575 - \$1,046	\$261 - \$ 523
10	\$1,209 - \$2,879	\$ 633 - \$1,151	\$288 - \$ 576
11	\$1,328 - \$3,163	\$ 696 - \$1,265	\$316 - \$ 633
12	\$1,592 - \$3,791	\$ 834 - \$1,516	\$379 - \$ 758
13	\$1,893 - \$4,508	\$ 992 - \$1,803	\$451 - \$ 902
14	\$2,237 - \$5,176	\$1,172 - \$2,131	\$533 - \$1,065
15	\$2,632 - \$6,266	\$1,378 - \$2,506	\$627 - \$1,253

*Employees may receive a QSI with a cash (DPA/APA/SPA) and/or Time-Off Performance Award (TOPA) under these conditions:

- Shall be a rare circumstance
- Must be justified with extraordinary accomplishments
- Organization must submit to the OHC Director (through the Awards Office) a letter documenting rationale and requesting approval for more than one reward (copy of entire appraisal must be attached).

†Distinguished and Accomplished performance awards (DPA/APA and/or TOPA) can exceed the maximum amounts listed above:

- Shall be a rare circumstance
- Must be justified with extraordinary accomplishments
- Organization must submit to Center Associate Director (through the Awards Office) a letter documenting rationale and requesting approval to go outside established parameters for the Center (copy of entire appraisal must be attached).
- Check with the Awards Office on the excepted award amount desired

NOTE: Since awards are not entitlements, supervisors may also exercise the option to not give a performance award, or any other award.